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ASD 11
N6



A Newsletter for Employees and Retirees

ISSUE 6

June 1997

Interior Columbia Ecosystem Program Debut

by Cynthia M. Reichelt, Public Affairs Officer, Colville (Washington) National Forest.

SPOKANE, Wash. — The Interior Columbia Basin Ecosystem Management Project made one of its first big debuts at the Spokane Agricultural Trade Center, March 3-5. It brought more than 600 conference-goers closer to understanding future resource management plans for a place long considered the "cornucopia" of Western Society.

The 145-million-acre interior Columbia Basin is an area about the size of France. It extends from Canada south to Nevada and from the crest of the Cascade Mountains east to the Continental Divide in western Montana. The area decants water into the Columbia River. It has been studied for nearly four years by researchers from throughout the inland Pacific Northwest, focusing on just about everything imaginable, from economic and social conditions in the region to the health and status of the forests and riparian areas.

Information presented at the Washington State University-sponsored conference was mind-boggling. Concurrent sessions dealt with health and status of forests, wetlands and grasslands, riparian areas, stream environments, fish and animal species in nearly 170 data layers and 20 data bases of information that define the overall character of the region and will eventually help the BLM and Forest Service define their roles and responsibilities in providing goods and services to this growing region.

It will continue to grow in the foreseeable future. One study projects the human population will increase by 20 million by 2050. With this growth there will be an expected 16% increase in outdoor recreation which Project officials report will "play an increasing role in the way public forests are used and managed."

It is not clear what citizens of the future will do with the Project information. But by the end of the conference it was clear that there is an apparent mix of fear and optimism about the extent to which people who now depend upon public lands for their living may have to adjust and change the way they live in the face of declines in old

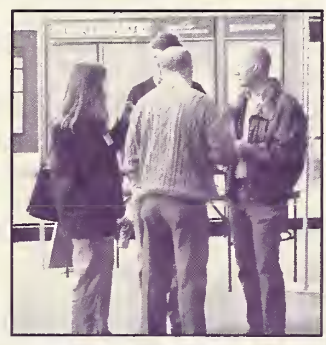
forests, native fisheries, healthy rangelands and water quality.

If things have to change, keynote speaker Jim Lyons, Undersecretary of Agriculture said, "It makes sense to use a common sense approach where we build upon the notion that we must understand what we are managing before we manage it."

According to Lyons, there is a huge risk in not doing anything about the cumulative effects of our past actions. Without coordinated strategies, he said, resource shortages, wildfires and resource damage — problems he likened to being "bit-ten to death by ducks" — will continue.

Coordinated strategies, Lyons said, are just what the Project prescribes to help create for the future instead of reacting to its problems through crisis management. "We must strive for the ideal," Lyons said, "ask the right questions and understand the risks. We must have adequate information and col-

laborate together to build a solid science foundation."



ICBEMP CONFERENCE ATTENDEES gathered near the poster/display area where 24 studies of terrestrial ecology, aquatics, social, economic, tribal, landscape ecology themes were displayed.



JIM LYONS, Undersecretary of Agriculture, gave the keynote address on the first day of the ICBEMP Conference.
Photos by Cynthia M. Reichelt

ICBEMP Releases Draft EIS For 120-Day Public Review

With the release of the ICBEMP Draft Environmental Impact Statement in May, Idaho State BLM Director and the Project's Executive Steering Committee chair Martha Hahn, Boise, Idaho, announced "We have identified Alternative Four as the 'preferred alternative'."

There will be a 120-day public comment period. There are two Draft EISs for the 72 million acres of Forest Service/Bureau of Land Management-administered public lands. One EIS covers eastern Oregon and Washington. The other covers much of Idaho, western Montana and northern Nevada.

"These are draft documents," explained Forest Service Northern Regional Forester Hal Salwasser. "The final direction will reflect your (public) comments. There will be many opportunities to ask questions about the documents and give comments over the next few months."

Hahn said the preferred alternative "allows citizens to share the many values and uses of the Federal public lands. Among the seven alternatives, it strikes the best balance of actively restoring forest, rangeland and watershed resources, while providing other levels of government, and tribes in the decision-making that affects public lands."

Copies of the draft EISs are available from the Project offices in Boise and Walla Walla and BLM and Forest Service administrative offices. The comment period will end in September. It is expected the final EISs will be released during the summer of 1998. Records of Decision will follow within two to three months after the release of the final EISs.

Acquisition of Inholdings

Region Is Evaluating Land Consolidation Proposal On Gallatin NF

by Bob Dennee, Staff Officer, Lands, Lands Appraisals, Surveying, Gallatin NF, SO, Bozeman, MT

For nearly four years the Northern Region has been carrying out the mandate of the Gallatin Range Consolidation & Protection Act. The legislation, passed by Congress in October of 1993, directs the Forest Service to develop a plan for acquiring most of the private land "checkerboard" inholdings within the Gallatin National Forest.

Congress authorized and directed the Forest Service to acquire, by purchase and exchange, the Big Sky Lumber Co. (BSL) lands in the Gallatin Range, Porcupine, Taylor Fork and Bridger Mountains areas.

In December 1993, 37,700 acres of BSL lands were acquired in the Gallatin Range by exchange. Another 8,100 acres were purchased between 1994 and 1996 in the Porcupine and South Cottonwood areas using Land & Water Conservation Fund (LWCF) funds and the Montana Habitat Acquisition Fund, in a partnership among the Forest Service, Rocky Mountain Elk Foundation (RMEF), Montana Fish, Wildlife & Parks, and Yellowstone National Park.

Montana's Congressional delegation (Senators Max Baucus and Conrad Burns and Congressman Rick Hill) advised Regional Forester Hal Salwasser in April that BSL "has expressed an interest in pursuing a broader land exchange with the Forest Service. Specifically, BSL has made their 54,000 acres holdings in the Bridger Mountains, Bangtail Mountains and Madison Ridge available for public acquisition."

The delegation requested the Forest Service develop a range of alternatives, includ-

ing the exchange of Federal lands, timber and other values "to accomplish this exchange" and directed "...an open, public process and full disclosure are essential to the Forest Service achieving a Montana consensus on any proposed consolidation or exchange."

BSL has offered their lands contingent on legislation that could change how the Forest Service complies with National Environmental Policy Act and/or the appeals process in order to meet their identified time frames. The BSL exchange offer expires December 31, 1997.

To provide the delegation the information about the public's support for the land consolidation, the Forest Service sent information packets and maps to State and county governments, Native American tribes, permittees, and other individuals and groups.

The public comment period extended through June 2, 1997. Public meetings, briefings and discussions were held in several Montana communities. Analysis of public comments will be provided for Congressional and public review.

For further details about the proposed land consolidation, contact Bob Dennee, Lands Staff, Gallatin NF, (406) 587-6914; Olleke Rappe-Daniels, RO public affairs specialist, (406) 329-3028; or Jane Darnell, RO realty specialist, (406) 329-3581.

BRIDGER MOUNTAINS.
Photo by Mike Sample



TAYLOR FORK CANYON.
Photo by Mike Sample



ELK. Photo by Mike Sample

Correction

In the "Employment Trends" article (page 1, May Issue of the NRN), the decline in the number of permanent employees on R-1 National Forests, from 1992 to 1997, was reported incorrectly. It should have read 402.

"Can you see the light from the laser gun at night?" "What's the speed of light?" "How fast does sound travel?" "How do the satellites get put into space?"

Those are just a few questions you should be prepared to answer if you plan to teach surveying basics to 23 fifth and sixth graders.

That's a task fellow Priest Lake District forestry technician Kim Knox and I took on in March at the Idaho Hill Elementary School. Loaded with "high tech" gear, we were prepared to help the class with a science study unit on landforms and maps. The teacher's instruction was to "show" them how to survey.

The zero temperature didn't slow down the students. But their questions sure slowed the instructors. In fact, we had no idea they'd know so much.

We turned the playground into a four-station surveying course so the students would have some hands-on experience. In four-person teams, they rotated from compass and tape traversing to taking tree heights with clinometers.

Then, the students tried their hand at laser gun distance measurements and Global Positioning System surveying. After two frigid hours outside, everyone returned to the classroom for warm-up exercises such as "limbo under a survey tape." The rest of the morning was spent creating maps of the playground, question and answer sessions, and science journal entries.

Old Town, Idaho, Students Learn Basic Surveying

by Cary Williams, Forest Technician, Priest Lake RD, Nordman, ID, Idaho Panhandle National Forests.

The students had been working with topographic maps and stream tables for quite a while, but actually doing the field work and creating a map helped pull it together for the class.

Even though the "to scale" maps were simplistic, they piqued the students' interests. In fact, some students enhanced their final products with legends and suggested plotting the playground equipment in the correct locations.

Two days later, the students sent their science journals for review and took the opportunity to ask a few more questions. Clearly, they understood that surveying, simple or complex, is an important part of forestry work and the techniques can be useful to everyone.

If you have the opportunity to join a class of elementary students for a day, I suggest three things:

1. Accept the invitation.
2. Do your homework.
3. And bring a laser gun.

Their questions will surprise you, and a laser gun will thrill them.



CARY WILLIAMS talks with 5th and 6th graders about basic surveying. Photos by Kri Williams



CALEB ANDREA demonstrates the use of laser gun for Jessica Reynolds.

Budget Crunch

Concessionaire Signed to Manage Reservoir Camps

Fred Flint, resource assistant, Hungry Horse RD, Columbia Falls, MT, Flathead NF, has announced that campgrounds around the Hungry Horse Dam reservoir will be managed this summer by a private concessionaire as a part of the District's effort to deal with a reduced recreation budget.

Charlie Jantzen, Bigfork, MT., will add the campgrounds around the reservoir to the Holland Lake and Swan Lake

campgrounds he managed for the Flathead NF last summer. Jantzen has managed Forest Service campgrounds on the western slopes of the Bob Marshall Wilderness Complex for 12 years.

Tally Lake and Big Creek are other concessionaire-managed Flathead NF campgrounds, operated by Northwest Recreation Co.

Flint said concessionaire operations will provide more service for the public, including daily campground maintenance, on-site

camp hosts, increased security and firewood sales. Jantzen will operate the campgrounds from May 17 through September.

Lost Johnny Camp, Lost Johnny Point and Emery Bay campgrounds are \$7 per night. Murray Bay and Lid Creek campgrounds are \$6 per night.

In the face of the potential of more budget cuts in 1998, Flint said the Ranger District may consider placing additional recreation sites, such as Lion Lake Picnic Areas, under concessionaire management.

Conference Addresses Safety/Health in R-1 For Employees, Public

by Ann Baker, Regional Health & Safety Officer, RO Human Resources

Regional Office, Forests, and Ranger Districts' Safety and Health Managers met with the Regional Forester, Deputies, Line Officers and others for three days in Missoula in March for training, discussions and to organize a regional safety & health (S&H) leadership team to address the S&H needs of the 21st century. Approximately 100 were in attendance.

Regional Forester Hal Salwasser opened the conference with a keynote address expressing the importance and emphasis he places on the safety and health of the employees and publics along with his expectations of line officers, managers, and employees to fulfill their roles and responsibilities to comply with the laws and regulations.

Hal followed later in the day with a presentation "Empowering the Regional Safety & Health Team: Center of Excellence."

Caroline Sullivan, WO Safety & Health

branch, presented a WO update. Dr. Curt Braun, professor of psychology, University of Idaho, provided a motivational presentation on "Human Factors and Behavior."

Following an overview of R-1 S&H needs for the 21st century, the conference participants organized into breakout groups to discuss ideas to assist with identifying the best methods to manage the many complex safety and health processes and issues facing the Forest Service today and identify top priorities that need action. The breakout groups then met to identify the top five priorities for the Regional Safety and Health Leadership Team.

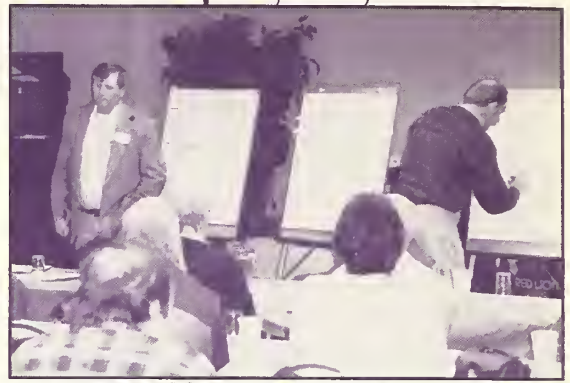
The following day, Tom Harbour, assistant director, RO Fire, Aviation & Air, spoke on "Serious Accident/Incident Recap and Emphasis for the 1997 Fire Season," and Tom Stockdale, RO Fleet Equipment Manager, Engineering, addressed S&H fleet management issues. Doug Shjeflo, RO Office of Workers Compensation Program specialist, shared information about the program and current issues.

Debby Hall, employee relations specialist, RO Human Resources, spoke on critical incident stress debriefing, time frame for debriefing, trauma related to critical incident, and

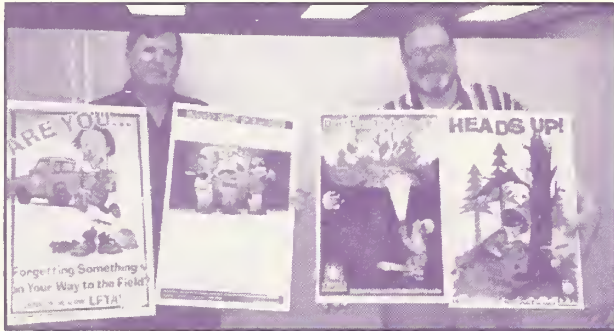
violence in the workplace. Ken Kaufman, Idaho Panhandle NF safety manager, and Steve Pollock, facilities engineer, St. Maries RD, Idaho Panhandle NFs, presented facilities safety reviews, identifying problems and trends and recommended solutions.

All Forests, Stations, and Regional S&H managers are participating in the development of goals, objectives, meetings and training for the R-1 S&H Leadership Team. The S&H Center for Excellence is being developed by the Steering Council in line with the national S&H program review action plan and the Regional Pathways collaborative Partnerships.

Deputy Regional Forester Richard M. Bacon, R-1 Designated Agency S&H Official (DASHO), summarized the conference activities and commended the S&H managers for their efforts and contributions in behalf of workplace safety and healthful workplace environment for employees, visitors, cooperators and the public.



KEN KAUFMAN (left), Idaho Panhandle National Forests, and **Michael Anderson**, Rocky Mountain Station, Ft. Collins, Colorado, facilitated one of the breakout groups.



KEN KAUFMAN, (left) IDAHO PANHANDLE NATIONAL FORESTS' Safety & Health Officer, and **Grady Myers**, IPNF Visual Information Specialist, show four of the safety/health posters Myers designed/painted for the regional S&H Conference. Photo by Idaho Panhandle National Forest.

Chainsaw Conference Hosted in Dillon, MT, By Beaverhead-Deerlodge NF

by Jack Cullen, Forestry Technician, Butte RD, Beaverhead-Deerlodge NF

More than 60 people from ten R-1 National Forests, the RO, Trapper Creek Job Corps Center, Rocky Mountain Station, Missoula Technology & Development Center, Missoula Aerial Fire Depot and the Montana Department of Natural Resources and Conservation participated in the two-day regional chainsaw conference in February at Western Montana College in Dillon.

Jim Freestone, Beaverhead-Deerlodge NF chainsaw training coordinator, headed a committee that designed the training conference. Freestone said he appreciated the assistance of Ann Baker, regional safety and health officer, RO Human Resources, and Robert L. Carroll III, fire training/brush disposal technician, Missoula RD, Lolo NF, in organizing and conducting the smooth-running and very productive conference.

Topics ranged from operator proficiency and problems on fires to training areas. Northern Rockies Coordinating Guide

(NRCG), accidents, Office of Safety & Health Administration (OSHA) and logging, and personal protective equipment, both hearing and chaps.

Concerns expressed by the participants included:

- unqualified people out on fires, endangering themselves and those around them;
- NRCG inconsistency with regional and national requirements;
- lack of areas on some Forests for practical testing and training;
- lack of knowledge required for felling bosses.;
- felling at night.

In addressing some of these topics, the Idaho Panhandle National Forests (IPNF) called upon Grady Myers, IPNF visual information specialist, to prepare a series of colorful and unique posters to dramatize some of these important topics. Copies of the poster series have been provided to each



JIM FREESTONE, Beaverhead-Deerlodge NF, chainsaw training coordinator, conducting a class at the Regional Chainsaw Conference at Western Montana College, Dillon, MT.

R-1 National Forest and the conference participants.

The second day of the conference was devoted to "DOs" and "DON'Ts" of chainsaw bar and chain care in presentations by Oregon Saw Chain & Accessories Technical Service Manager and Stihl Chainsaw factory representatives. Flathead NF will host the 1998 regional chainsaw conference.

"Wading Into Wetlands" Earth Day Theme At Philipsburg, Hall

by Kathleen A. Sweet, writer/editor,
Philipsburg RD, Beaverhead-Deerlodge NF

Wading Into Wetlands" is the theme organizers chose to celebrate Earth Day in April in Philipsburg and Hall, MT. Organizers borrowed the theme from last year's National Wildlife Week, sponsored by the National Wildlife Federation. The focus of that event and Earth Day '97 was on appreciation of wetlands habitats and species.

The local newspaper, THE PHILIPSBURG MAIL, published a series of three information articles on wetlands in the weeks leading up to Earth Day. The articles described freshwater wetlands and their benefits to people and wildlife and highlighted the importance of taking care of wetlands.

Earth Day activities at the Philipsburg and Hall elementary schools were organized by the Forest Service. Staff at the Philipsburg RD gathered educational materials from the Idaho Panhandle National Forests' Watchable Wildlife program, the National Wildlife Federation, Project Wet Montana, and the Bureau of Land Management. Travelling trunks full of books, videos, puppets, posters, and activity guides were available

for the teachers to use during the month of April.

On Earth Day, April 22, the University of Montana Educational Outreach Program, the Montana Natural History Center, and the Forest Service presented educational programs at the schools. Students visited six different stations to learn about the wonders of wetlands.

Wetlands habitats were studied at one station where Ben Conard and Dan Brewer, Forest Service biologists, introduced the "Habitat: Take A Deeper Look" poster and key. At the UM station, children handled sleek beaver and otter pelts and examined skulls and a stuffed beaver.

A groundwater flow model, operated by Maggie McDonald, Forest Service minerals technician, and Keith Baxter, Philipsburg school teacher, was one of the highlights of the day. Students saw how groundwater moves and is affected by wells and sediment layers.

The sound of beautiful bird calls came from another station, where Robert Petty of the Montana Natural History Center taught



DAN BREWER, fisheries technician, Philipsburg RD, talks with Philipsburg students about wetlands habitats.

Photo by Lee Tracy; courtesy THE PHILIPSBURG MAIL

children how to identify the sounds of native birds.

For the annual Earth Day poster contest, students portrayed their impressions of wetlands. Prizes donated by people in the community were presented on Earth Day, with Smokey Bear and Woodsy Owl on hand to help celebrate. The children's colorful posters were displayed in downtown windows for the week following Earth Day, showing the wonders of wetlands for all to see.



FLOATING THE SELWAY RIVER.

Float Applications Up 11% For 4 Rivers

by Linda L. King, West Fork RD, Darby, MT, Bitterroot National Forest.

Applications for permits to float the Selway, Snake (Hells Canyon), Middle Fork and the Main Salmon Rivers in 1997 numbered 13,172, up 11% over the previous year.

The applications came from 50 states, Washington, D.C., and nine foreign countries.

An applicant can submit one form, between December 1 and January 31. The

single application covers all four rivers. It provides an opportunity to be selected for a float permit for one or more rivers. Selections are made in an electronic lottery in February.

Information and applications are available at these four Forest Service offices:

- SELWAY RIVER: West Fork RD, Bitterroot NF, 6735 W. Fork Rd., Darby, MT. 59829.

- MIDDLE FORK SALMON: Middle Fork RD, Challis NF, P.O. Box 750, Challis, ID 83226.

- MAIN SALMON: North Fork RD, Salmon NF, P.O. Box 180, North Fork, ID 83466.

- SNAKE RIVER: Hells Canyon National Recreation Area, P.O. Box 699, Clarkston, WA 99403.

Applications must be received at one of these offices prior to January 31.

The largest number of applications came from Idaho (26.8%), followed by Oregon (16.72%), Washington (10.97%) and Colorado (9.01%).

The Middle Fork of the Salmon River was the 1st choice of 8,408 applicants, followed by the Main Salmon (2,151), the Selway (1,633) and the Snake (920).

Gallatin National Forest

+ MT Conservation Corps

= Successful Partnership

*by Jan Larum, Public Information Officer,
Gallatin National Forest, Bozeman, MT*



The Montana Conservation Corps, established in 1991 to provide service in both the social and natural environments, emulates the tradition of service begun with the Civilian Conservation Corp (CCC) in the 1930s. Like the National Forests' work with the CCC, the Forest Service has a history of successful partnerships with MCC.

Montana Conservation Corps crews perform project work on National Forests for a fraction of the cost of contracting-out the projects.

On the Hebgen Lake Ranger District, Gallatin National Forest, Forester Susan Lamont is a big proponent of MCC, based on her 5-week experience with a Bozeman-based MCC crew. The crew supplied their own vehicles and supervisors and "took care of an enormous amount of backlogged projects at a fraction of the cost of contracting."

Susan had the crew pulling noxious weeds, clearing a ski trail, installing pipe gates for road closures in grizzly bear recovery areas, and marking and crusing a timber sale. "It was a motivated group" Susan recalls, "with a good work ethic." They worked safely (no accidents!) under some uncomfortable conditions (they camped in an area with a record crop of mosquitos that year). "There were no whiners!"

Statewide in 1996, MCC crews completed more than 230 projects for 157 agencies and organizations. MCC worked on nine Forest Service Ranger Districts on the Beaverhead-Deerlodge, Helena, Gallatin, Kootenai, and Lolo National Forests. Forest projects ranged from amphibian surveys on the Fortine Ranger District, to mine clean up and reclamation on the Townsend RD.

This summer MCC crews will be located across Montana in Bozeman, Boulder, Helena, Kalispell, Missoula and Billings. Crews range from four to eight people. Average age of crew members is 22, with a minimum age of 17. One-third of the crew members have college degrees. Another one-third some post secondary education.

Crew members receive a variety of training, including first aid and CPR; Forest Service chain saw instruction; and carpentry. MCC provides basic tools, transportation, and trained crew leaders and crews are covered by Workmen's Compensation (State Fund). The ideal MCC project lasts at least two weeks due to the logistics of moving crews and establishing spike camps. Project sponsors supply overall project definition and supervision, project education, and agency orientation.

AmeriCorps provides about 60 percent of MCC funding; the remainder of MCC costs are covered by fee-for-service. After past difficulties in other regions with covering costs for AmeriCorps-funded projects, the Forest Service has established challenge cost-share agreements as the proper method of covering MCC-Forest Service project costs. That means labor intensive projects work best from the cost-share agreement perspective.

MONTANA CONSERVATION CORPS crew members working in the Lee Metcalf Wilderness, Bozeman RD, Gallatin NF. Montana Conservation Corps photo.

For Further Information About MCC

For further information about developing successful challenge cost share agreements with MCC, Bill Pfeifer, contracting officer on the Gallatin is a good source, telephone (406) 587-6760. For additional information about using a MCC crew on your Forest or District, contact: Mark Dwyer, Bozeman at (406) 587-4475; Lee Gault, Boulder at (406) 225-4556; Kathy O'Siggins, Kalispell at (406) 758-5499; Keith Friedland, Missoula at (406) 728-3710 ext 230; and MCC regional supervisor, Billings at (406) 248-7913.



LYNN KELLY Photo by Sue Reel

In 1996, work valued at approximately \$1.9 million was completed on R-1 Forests by people other than Forest Service employees. It was done by a valuable commodity — VOLUNTEERS.

Volunteers love their nation's forests and are interested in preserving them, assisting with projects ranging from trail maintenance, and education/interpretation, to campground hosting, knapweed control and site restoration.

Each year R-1 submits nominations in any one of 15 categories for the annual Chief's Volunteer Program National Award. Six of R-1's volunteer nominees received the 1997 Chief's Volunteer Program National Award!

Local Forest Service units will honor these outstanding volunteers, during National Volunteer Week, at special ceremonies for presentation of plaques and letters signed by the Chief of the Forest Service.

Congratulations to our Regional award winners. Thanks for your enthusiasm. Your generosity serves as an inspiration for the public and Forest Service employees. Both the Forests and the visitors enjoy the lasting benefits of your volunteered work.

The following R-1 individuals and groups received the Chief's Volunteer Program National Awards for their volunteered contributions in assisting the Forest Service in the conservation of natural resources:

CAROLYNNE MERRILL, Bitterroot NF: Native American pictographs and petroglyphs are finite, nonrenewable resources. Deterioration through natural processes and the ever present danger of willful destruction by people are of great concern to Federal agencies, Indian tribes and citizens like Carolynne. She is committed to recording these visual expressions left by the indigenous ancestors before they are lost forever. Carolynne, a profes-

sional photographer, is systematically re-recording the pictograph sites using ethnographic research, photography, art work and computer digital enhancements of her photographs. Her work is invaluable for management and protection of these sites for future generations.

"IDAWA" Project, Clearwater NF, Lochsa RD: The "Idawa" Project gets its name from 18 Iowa teachers (Iowans in Idaho) who volunteer their summers to learn about wilderness, rehabilitate part of it, and take home a message promoting action related to wilderness. This group of professional educators exerted considerable personal effort to pioneer, with the Forest Service, a program to establish a partnership with the Univ. of Northern Iowa to promote knowledge of land ethics and wilderness in the education community. This "hands-on" partnership program is accomplishing trail maintenance and site restoration in the Selway-Bitterroot Wilderness.

GARY GROCHOLSKI Custer NF, Beartooth RD: Gary's involvement as a volunteer instructor/interpreter has allowed the Custer to present the "Leave No Trace" and "Bear Us In Mind" programs to the requesting public during the summer and fall months when employees were not available. In the last eight years, Gary has given more than 2,000 hours of volunteer work, and presented 280 formal education programs at more than 30 special events. He developed and refined the Camp "Oh No" and "Y Me" Lake program when he saw a need for an outdoor session with more hands-on activities. Gary met the challenge of accommodating and scheduling a high number of requests each year while working in a full-time job. He is not a retiree!

BOB & LILLIAN FISHER, Lewis & Clark NF, Judith RD: From July 1991, through September 1996, Bob and Lil logged a total of 18,762 hours (at a current dollar value of \$106,915) as campground hosts. They covered three different recreation sites

Six R-1 Volunteers Receive Chief's Award

by Peggy St. Peter, RO Human Resources.



GARY GROCHOLSKI Photo by Thomas L. Alt

during a year. Their love of working with the public showed in the many complimentary comments received by the Forest Service. They participated in the annual Corps Federal Lands Clean-Up Day Activity & Picnic held at Libby Dam. Bob and Lil organized and cooked for the volunteers at the Clean-Up Day. Last September, while hosting at Libby Dam, Bob passed away. It was a great loss to all who knew and worked with Bob. Lil continues to share her cheery smile and warm presence as a campground host.

BILL & LAUREE PECK, Lewis & Clark NF, Mussellshell RD: Bill and Lauree Peck have done an outstanding job as volunteer campground hosts at Spring Creek Campground. Over the past nine seasons, they have met every challenge, whether it was dealing with a thirty-year-old facility, a mentally deranged individual, dangerous wildlife, or even death resulting from natural causes. Their work has resulted in Spring Creek being consistently rated one of the top campgrounds on the Forest. Written public comments praise the job done by the Pecks. Lauree passed away in January 1997.

LYNN M. KELLY, Lolo NF: For the last ten years, Lynn has been a leader in the Forest's loon management program. She began working on Common Loons as a thesis project for her MS degree at Montana State University. She applied the results of her research on the effect of human disturbances in designing a loon management plan. Each year she helps implement and conduct programs for monitoring and protecting nesting loons. As a professional educator, she brings special talent to her public presentations and other educational efforts. Her work has been featured in MONTANA OUTDOORS magazine. She is widely known as Montana's "loon lady".

Red Lodge Mountain Ski Area Expands, Adds New Lifts

by Jeffrey S. Gildehaus, Forestry Technician, Beartooth RD, Red Lodge, MT, Custer NF

Red Lodge Mountain Ski Area is making a new name for itself with the opening of the first season (1996-1997) of skiing in the Cole Creek drainage. Major construction projects started in the summer of 1996, implementing Phase One of Red Lodge Mountain's newly approved Master Development Plan.

Two new high speed detachable quad chairlifts were built along 12 new ski trails. Six more chutes and sixty acres of tree skiing were added for a true sense of adventure and challenges. A new snow-making system was installed to provide top-to-bottom coverage of most of major ski trails.

The undertaking involved a number of challenges. Late snows in May made the start of the project tough. Construction made good progress in June and July until extreme fire danger and hoot-owl restrictions from mid-August through mid-September slowed the work. Deep snow in October hindered piling and slash burning and slowed construction on the Cole Creek lift.

In spite of these delays, both new lifts and most of the new ski trails were open for the Christmas holiday season. The Beartooth Ranger District played a major role in the ski area's needs during the construction. Close coordination, timely field reviews and construction monitoring eliminated potential delays. The ski area was granted exemptions by the District from some of the fire restrictions by providing additional safety measures at the time of the construction ac-

tivities.

"We would not have been able to pull off last year's construction season without the commitment by the Beartooth Ranger District," explained Red Lodge Mountain Ski Area general manager Tim Prather in a talk at this year's spring meeting of the Montana Ski Areas Association.

With the ski season over, the public's opinion of the new facilities is one of overwhelming approval. The lifts, trails and snow-making are state-of-the-art and are signs of things to come. This summer a new reservoir will be constructed for snow making; added parking space is to be built; and there will be fine-tuning of ski trails for skiability and visual scenery management. The ski area has started planning and design work for the new lodge at the base and a third high-speed lift, from the base to the summit. Future developments in the master plan include extensive cross-country ski trails, mountain biking and an equestrian trail system, mid-mountain overnight accommodations and additional lifts and ski trails.

Red Lodge Mountain Ski Area and the Beartooth Ranger District invite employees, retirees and their families to come to the Red Lodge Mountain and see what working in partnership can produce in providing new and exciting recreational opportunities.



(Above): TOP TERMINAL, Cole Creek chairlift installed last summer.

(Below): CUSTER NF SUPERVISOR NANCY CURRIDEN enjoys the winter view of the Beartooth Mountains, from the top of the Cole Creek chairlift with Red Lodge Mountain Ski Area general manager Tim Prather. L to R in the pictures: Jeff Schmidt, lift operations director, Red Lodge Mtn Ski Area; Michael Paterni, resources and resources support staff officer, Custer NF; Jeffrey Gildehaus, snow ranger, Beartooth RD; Prather; Curriden. Photos by Mary Lunsford.

"Variety Is The Spice of Life" Awards To Clearwater NF Employees

The "Variety Is The Spice of Life" concept applies to many things: the food we eat, ideas we develop, and the many tasks that help keep our lives interesting.

It also applies to the people we work with. Variety or diversity within the Forest Service work force is needed if we are to provide quality service to all of our customers. To solve our increasingly complex forest management problems, we must have a work force that has a multitude of perspectives, experiences and values to draw upon.

Two Clearwater NF employees were recognized recently for their efforts to spice up our work force. They were honored at the Clearwater and Nez Perce Forests' Employee Day in Grangeville, Idaho. Clearwater NF Supervisor Jim Caswell presented Madelon Caren and Lee Clark with the first Employee Awareness "Spice Of Life" awards. Caren and Clark received a commemorative spice rack with an engraved commendation.

Madelon Caren, data base coordinator, Lochsa RD, Kooskia, ID, was recognized for her outstanding work as Native American program manager from 1994 to 1997. She developed and implemented yearly action plans for the program, including several presentations on tribal cultural beliefs and treaty rights. She is also a key organizer of the North Idaho Native American Inter-Tribal Youth Camp. Her work is an excellent example of commitment to foster working relationships among Native American tribes and the Forest Service.

Lee Clark, fire management officer, Powell (ID) RD, was recognized for his achievements and continuing efforts to create a diverse work force. Clark added variety to our work force by helping hire minorities through the Campus Assistance Migrant Program (CAMP) as well as the 1890 program which is made up of historically black colleges established by the 1890 land grant. The

by John Weston, Silviculturist, Powell (ID) RD, Clearwater National Forest

students benefit in gaining valuable experience and become more competitive in today's work place. Subsequent re-employment of these students is testimony to Clark's achievements in retaining a diverse work force.

Clark served as chairman of the Forest's Human Relations Action Committee from 1993 to 1995 and was an instructor for the Forest Service valuing diversity course. Recent outreach efforts include an informational meeting at the University of Montana. Clark continues his work as the Forest's African-American emphasis program manager.

The efforts of Madelon Caren and Lee Clark have helped spice up the diversity in the Forest's work force. The Clearwater NF, the Northern Region and the entire Forest Service have benefited from their dedication and hard work.



TRICERATOPS SKULL on display in the North Dakota Heritage Center Museum in Bismarck, N.D. The 65-million-year-old dinosaur skull was discovered in the Hell Creek Rock Formation in North Dakota, in the Little Missouri National Grasslands, Custer National Forest, in 1995.

Photo by Todd Strand, photo archivist, North Dakota Historical Society.

Fossilmania has swept across Custer National Forest lands of North Dakota.

It didn't start last month. Recent paleontology inventory work by the Custer NF is the outgrowth of training and workshops conducted by the Custer NF in 1993 and 1994 in conjunction with North Dakota Geological Survey.

District and Forest personnel were trained in fossil identification procedures for administering paleontology inventories. Personnel from the SO and the Sheyenne RD, Lisbon, ND; Sioux RD, Camp Creek, SD; Ashland RD, Ashland, MT; and Beartooth RD, Red Lodge, MT, participated in the training and workshops.

The training is paying off. Because of the growing threat of illegal commercial fossil collecting on the Custer NF's dinosaur-bearing lands in North Dakota, the need for a paleontology inventory was deemed critical. In August of 1995, a team of 20 assembled in Marmarth, ND, and used the R-1 Minerals & Geology approach in organizing a swat team that included paleontologists, geologists, volunteers from a local amateur group, and student paleontologists/geologists.

Dedicated to scanning the ground for fos-

sils, the team walked 9,000 acres of National Forest lands in 190 person-days. They documented 227 separate sites; 174 of the sites had fossil fragments of individual dinosaurs. Findings included a triceratops skull, a hadrosaur skeleton, fragments of 20 separate champsosaurus (extinct alligator-like creature), 24 fish sites, 22 crocodile/alligator sites and 13 "microsites" with numerous kinds of microfossils, such as fish scales, small fish vertebrae, teeth, etc..

With a Challenge Cost Share Agreement with the North Dakota Geological Survey, the Custer prepared and mounted the triceratops skull for display in the Supervisor's Office in Billings, MT. The skull is now on

Paleontology Inventory Covers 10% N. F. Lands Of Fossil-Bearing Formations In North Dakota

by Carol McCoy-Brown, Geologist, and Mary Bell Lunsford, Acting Public Affairs Officer, Custer NF, Billings, MT.



LITTLE MISSOURI NATIONAL GRASSLANDS paleontology fossil dig where the triceratops skull was discovered. Custer NF and North Dakota Geological Survey employees and volunteers are pictured (Oct. 1995) working the dig in the Badlands of the Little Missouri National Grasslands of southwest North Dakota, Medora RD, Custer NF.

Photo by Mike Brown.

permanent display at the Heritage Museum in Bismarck, ND. The Challenge Agreement funds also financed the excavation of another triceratops and a second fossil, possibly a baby triceratops or a young hadrosaur.

This was the Custer NF's first in-house paleo inventory. The significant value of the inventory is hard to imagine at this point. Planners are excited about the scientific importance of the inventory and the implications for land management. Only about 10% of the National Forest land in North Dakota, with dinosaur-bearing formations exposed, were looked at by the team.

'Tis no wonder fossilmania is alive and well in North Dakota and eastern Montana.

Baby In Office Is Benefit For Forest Service, Parent, Other Employees

by Gretchen Lentz, Information Center Manager,
RO Information Systems



ROWAN WITH HER MOTHER at work in a family-friendly Forest Service office.

Photo by Jud Moore.

The concept of a "family friendly" workplace is getting a lot of media attention these days. Many of the policies advocated are already available throughout the Forest Service, such as flexible work schedules, telecommuting, leave time for the care of members of an employee's family, and time off at time of an adoption or birth. Northern Region employees also have the flexibility to work out other arrangements on an individual basis.

In our staff, family friendly is not only taken seriously, it's almost taken for granted. My daughter, Rowan Emerald, was the third baby in three years to start life as a part of our working world...the computer repair room in the basement, which boasts a make-shift changing table and a playpen, is routinely referred to as "the nursery".

Rowan, born on October 2, started coming to work with me after a six week mater-

nity leave, and was routinely in the office until she was almost eight months old. It was fun to watch the doubletakes on my way to a meeting, juggling a stroller along with the usual coffee cup and stack of paperwork. Or when the person on the other end of the phone would say slowly "...is that a BABY I hear?!" It reminded me that I was lucky, and that this is a unique benefit not generally found in private industry or elsewhere in the government.

In a recent memorandum on "Family-Friendly Workplace Policy", Secretary of Agriculture Dan Glickman pointed out:

"A family-friendly workplace at USDA is in the national interest. The enthusiasm of employees who feel they are doing a good job in their personal responsibilities is contagious. It is shared with customers and co-workers; enhances program delivery, productivity, and morale; and reduces lost time."

Thanks to a good-natured baby, a flexible work environment, and family-oriented (OK, call it "baby crazy"!) co-workers and associates throughout the Regional Office, I was able to remain an enthusiastic and active member of the Information Systems (IS) team. The IS staff was not left short-handed during an extended maternity leave, and the experience gave Rowan's social development a "jump start".

Rowan has now retired from her short Forest Service career. I guess there comes a point in every baby's life when the office is no longer enough and the child must move on to bluer skies! But her smile has slowed the frenzied rush in the hallway and has brightened countless preoccupied faces over the last half year.

Kevin P. Brown Retires: Thirty Years With F.S.

Kevin P. Brown, coordination center manager, Southwest Montana Interagency Coordination Center, Missoula, retired in May after 30 years with the Forest Service.

Brown attended Columbia Basin College and first worked for the Forest Service in 1964 on the Falls Ranger District, Kaniksu National Forest.

He was a Forest Service Smokejumper at the Missoula Aerial Fire Depot from 1966 to 1969.

After service on the Missoula Ranger District, Lolo NF, 1969-1991, Brown was assigned to the Lolo NF SO, 1991 to 1993. He served as center director of the Southwest Montana Interagency Coordination Center until his retirement.

Mr. & Mrs. Brown will continue to make their home in Turah, MT.

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BITTERROOT NATIONAL FOREST**Awards & Promotions**

DAGGER, STEVEN, forester, Lolo National Forest, temporary promotion to supervisory forester, Stevensville RD
 MUNSON, KATHY, social services assistant, Anaconda Job Corps Center, temporary promotion
 TROTTER, PATRICIA, social services assistant Anaconda Job Corps Center, temporary promotion, Trapper Creek Job Corps Center
 UNDERWOOD, RITA, support services supervisor, Darby RD, promotion
 WINDHORST, BRUCE, supervisory forestry technician, West Fork RD, promotion

New Employees

MORGAN, RONNIE, cook, Anaconda Job Corps Center, career-conditional appointment

Retirements & Resignations

BURT, RUSSEL, cook, Trapper Creek Job Corps Center, retirement
 KENISON, MARY, nurse practitioner, Anaconda Job Corps Center, resignation
 RIDDLE, DAN, cook, Anaconda Job Corps Center, resignation

CLEARWATER NATIONAL FOREST**Reassignments & Transfers**

HOYT, STEWART, forestry technician, reassignment from Powell RD to R-4, Salmon/Challis NF.
 MARTINEK, BRUCE, forester, reassignment from North RD to Lochsa RD.
 ROY, JOHNNA, wildlife biologist, transfer from North Fork RD to U.S. Fish & Wildlife Service.

CUSTER NATIONAL FOREST**Awards & Promotions**

PIERSON, PATRICK M., forester, Beartooth RD, temporary promotion, supervisory biological scientist, Beartooth RD

Reassignment

ADAMS, JEFFREY C., supervisory forester, Nez Perce NF, Red River RD, reassignment to environmental coordinator, Medora RD

GALLATIN NATIONAL FOREST**Awards & Promotions**

HANCOCK, TIM, Supervisory Forester, Bozeman RD, extra effort award
 SCHOFIELD, GORDON, Forester, SO, promotion, Lands Program Officer, Lolo NF
 SIMONSON, CHRIS, AFMO, Bozeman RD, promotion, Fire Control Officer, BLM, Cedar City, UT

Retirements & Resignations

ALDRICH, TIM, Administrative Officer, SO, retirement
 KURZENHAUSER, BOB, Voucher Examiner, SO, resignation

KOOTENAI NATIONAL FOREST**Awards & Promotions**

CRAIG, JOHN, forestry technician, Libby RD, performance award
 GRUPENHOFF, DOUG, wildlife biologist, Helena NF, Lincoln RD, to Cabinet RD, promotion
 KAISER-STEVENSON, KIRSTEN, forester, Libby RD, performance award
 LAMPTON, LARRY, civil engineering technician, promotion to supervisory civil engineer technician, East Zone Engineering
 NELSON, NEIL, forestry technician, Rexford RD, promotion
 PUCKEY, JIM, forestry technician, Rexford RD, promotion
 WHITE, MARK, archeologist, Libby RD, forest supervisor award

Reassignments & Transfers

KNAUTH, TERRI, forestry technician, Libby RD, to R-4, Caribou NF, promotion
 LUNDBERG, RENEE, forester, SO, to Helena NF, Lincoln RD, position change

Resignations

GREEN, JONATHAN, computer specialist, SO, resignation
 NUSS, MICHELE, forestry technician, Three Rivers RD, resignation

Retirements

KIDDER, ELLA, forestry technician, Three Rivers RD

REGIONAL OFFICE**Awards & Promotions**

ERICKSON, RON, forester, RMLH&W, special act award
 ERIKSSON, MERVIN, supervisory structural engineer, ENGR, extra effort award
 JONES, JEFF, ecologist, EA&P, special act award
 SAMSON, FRED, wildlife biologist, WWF&RP, special act award
 SHELLY, STEVE, botanist, WWF&RP, special act award

**IN MEMORIAM**

DAVID 'VERN' LANGLEY, 73, Hamilton, MT, died June 15 at Missoula Community Hospital. He graduated from Havre High School and worked for 20 years as a designer for the Montana State Highway Department. After serving in the Navy in World War II, he worked for the Forest Service for 15 years. Langley retired in 1984.

MARY M. CORYELL, 48, archaeology technician, Libby (MT) Ranger District, Kootenai NF, died June 21 in Troy, MT. She is survived by her husband, Larry Coryell, supervisory forester, Three Rivers RD, Kootenai NF, Troy, and sons, Justin Rowlette, Delta, Utah, and Randy Rowlette, Eugene, Oregon. Memorials may be made to Troy Volunteer Dispatch (police, fire & ambulance), P.O. Box 823, Troy, MT 59935.

CRAIG W. SILVERNALE, 73, died June 18 in Post Falls, Idaho. He was a native of Mitchell, South Dakota. After serving three years in the Army, 1943-1946, in Europe in World War II, he graduated from the University of Montana in 1949 with a degree in forestry. Silvernale served more than 30 years with the Forest Service, with assignments on the Nez Perce, Lewis & Clark, and Gallatin National Forests and in the Northern Region headquarters in the Division of Recreation & Lands. He was district ranger for the Hebgen Lake Ranger District, Gallatin NF, at time of the Madison River Canyon earthquake in 1959. He is survived by his wife, Ramona, two daughters, Toni and Darby, and a son, Mike.

WALTER R. HAHN, 93, died June 16 at the Mineral Community Nursing Home, Superior, MT. Born in Wisconsin, he came to Montana in 1927 and worked for the Forest Service. Hahn was assigned to the Forest Service office in Superior in 1933. After serving with the 21st Naval Construction Battalion during World War II, Hahn worked for Diamond International from 1952 to 1962, when he again worked for the Forest Service. He retired in 1966.

ADELE COHE LAINE, 83, died June 16 in El Cajon, California. She came to Montana from Missouri with her parents in 1913 and graduated from the University of Montana in 1936. After supervising the University Placement Service for several years, she worked for the Forest Service in Missoula.

Fourteen Feet of Snow At Lolo Pass, March 26

by Cheri Jones, recreation forester, Powell RD,
Clearwater National Forest

The Lolo Pass Visitor Center, 5,233 feet above sea level, sits along U.S. Highway 12 near the Idaho-Montana border southwest of Missoula. It opened for the winter season December 6 with nearly six feet of snow on the ground. By December 30 the snow depth had accumulated to eight feet.

Avalanche danger ratings increased from "moderate" early in December to "high" by the end of the month. Over the Christmas holidays, people remained at home to shovel their driveways and roofs rather than venture a trip to Lolo Pass for cross-country skiing or snowmobiling.

By the end of January, the snow depth had grown to ten feet. By the end of February, it was 11 feet and by March 2 the snow depth was 12 feet. When the snow depth reached 13 feet, the snow blower couldn't get the white stuff over the 14-foot-high walls of snow on either side of the walkways.

By March 10, the snow measured 13 feet. Six days later, it hit the seasonal high: 14 feet. Lolo Pass made the local TV news, and

CAROL EVANS,
public affairs
specialist
(graphics &
design), RO
Public &
Governmental
Relations, at the
Lolo Pass Visitor
Center -
March 23,
1997.

Photo by Ken Hannum.



many folks took "a Sunday drive to see the snow."

Powell Ranger District employees who manage the recreation area spent most of the winter dealing with the deep snow: shoveling, blowing, plowing, packing and grooming trails, adjusting sign heights, clearing roofs, and moving snow from here to there in anticipation of more snow.

Approximately 8,500 people came to the

Lolo Pass winter recreation area during the five-month season, from December through April. As of May 2, there was still 7 1/2 feet of snow.

Warm weather started melting the deep snow in May, but it wasn't fast enough for the people from the Powell district. In April it looked like it would still be there in the autumn when the snow again began to fall.

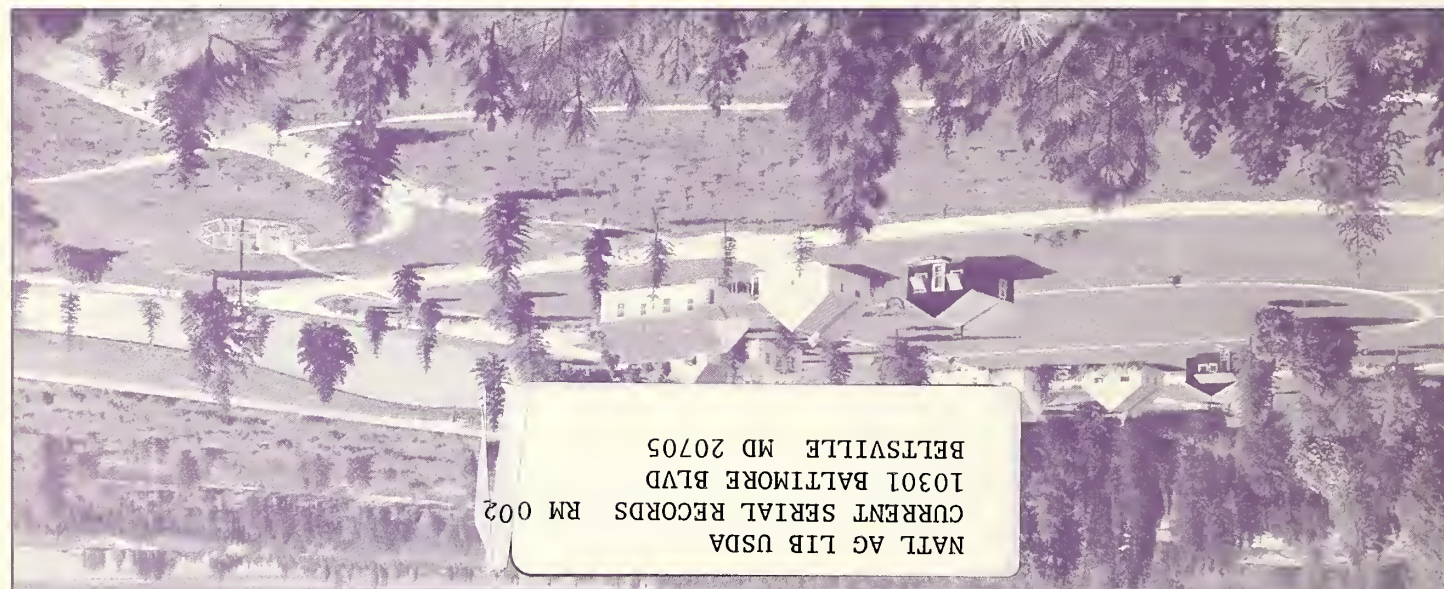


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INTO THE PAST

The "IntoThe Past" feature on the back (page 12) of the May issue of THE NORTHERN REGION NEWS was a 75-year-old photo of the Northern Region fire warehouse in downtown Missoula in 1922.

Do you recognize the historical picture below? At the time K.D.Swan took this picture in 1941, this was part of the Cabinet National Forest. It is now on the Lolo National Forest.



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